United Nations E/CN.17/2002/PC.2/6/Add.6

Economic and Social Council

Distr.: General
27 December 2001

Original: English

Commission on Sustainable Development acting as the preparatory committee for the World Summit on Sustainable Development
Second preparatory session
28 January-8 February 2002

Multi-stakeholder dialogue segment of the second session of the Commission on Sustainable Development acting as the preparatory committee for the World Summit on Sustainable Development

Note by the Secretary-General

Addendum

Dialogue paper by workers and trade unions*

* Prepared by the International Confederation of Free Trade Unions (ICFTU), invited by the secretariat of the World Summit on Sustainable Development as the organizing partner of the dialogue segment for workers and trade unions. The paper has been prepared in consultation with trade unions worldwide, facilitated by ICFTU through its Trade Union Advisory Council to the Organisation for Economic Cooperation and Development. The views and opinions expressed do not necessarily represent those of the United Nations.

01-72089 (E) 250102

Introduction: fashioning a new deal*

1. The World Summit on Sustainable Development is the culmination of an extended process involving all nations and major groups affiliated with Agenda 21. Its purpose is to generate new partnerships for the second decade of Agenda 21. Workers and trade unions have played a major role in sustainable development since the United Nations Conference on Environment and Development at Rio de Janeiro in 1992. Led by the International Confederation of Free Trade Unions (ICFTU) and the Trade Union Advisory Committee to the Organisation for Economic Cooperation and Development (OECD), and the International Trade Secretariats, they have taken part in sessions at the Commission on Sustainable Development, OECD, the Food and Agriculture Organization of the United Nations (FAO), the World Health Organization (WHO), the World Trade Organization (WTO), the International Labour Organization (ILO) and the United Nations Environmental Programme (UNEP), and at many other forums.

2. **Trade unions propose the following priorities for discussion at the World Summit on Sustainable Development**:

- Poverty eradication as a key to the social dimension of sustainable development;
- Decent employment as central to the social dimension, to include "just transition";
- Worker participation to make workplace assessments, indicators and partnerships part of transition to sustainable development, and to integrate core ILO labour standards;
- Workplace agreements that build on occupational health and safety models, including both collective and "framework" agreements;
- Voluntary agreements to promote collaborative workplace action;
- Changes to personal consumption patterns linked to workplace education and action;
- Action to address the effects of globalization and liberalization;
- Strengthening public control and management of land, water, resources and vital utilities, with a key role for local authorities and stakeholder groups in civil society;
- Focus on HIV/AIDS by linking public health with workplace health and safety;
- Plough-to-plate approach to food and agriculture, with a focus on agricultural workers;

* This document summarizes the experience of trade unions since the 1992 United Nations Conference on Environment and Development, and provides recommendations to the World Summit on Sustainable Development, particularly as it relates to chapter 29 of Agenda 21. Because the work of trade unions encompasses other groups and issues, it also refers to other chapters of Agenda 21 including: Women (24), Children and youth (25), Health and Government (6, 27, and 28), Water (18), Forestry (11), Chemicals and wastes (19, 20, 21, 22), Agriculture (32) and Education and science (35, 36). The full version of the document is available at http://www.tuac.org/statemen/communiq/WSSDBooklet01NovE.pdf.

- Technology innovation and transfer to promote decent work and capacity-building;
- Sustainable energy systems, linked to decisive action on climate change;
- Transportation patterns that ensure equitable access, sustainable energy and land use, and community planning;
- Patterns of tourism with equitable access to protect natural/social environments;
- Forest and land management that ensures environmental protection, economic viability, and socially responsible practices;
- Harmonization and safe use of chemicals relying on the precautionary principle;
- Attention to gender and age issues, with a focus on poverty eradication;
- An end to child labour and the exploitation of other vulnerable groups.

A. Placing the social dimension at the centre of a "new deal"*

3. Since the United Nations Conference on Environment and Development, the world's trade unions have formulated a position on sustainable development based on research, interaction with members and employers and public debate. This position is distinguished by a clear focus on the social dimension and, in particular, on quality employment as the key to poverty eradication and other sustainable development priorities.

4. **The importance of the social dimension**: Principle 1 of the Rio Declaration declares that "human beings are at the centre of concerns for sustainable development". However, while some progress has been made since Rio to integrate environmental with economic dimensions, the integration of the social dimension has not taken place. This must be corrected at the World Summit on Sustainable Development, as sustainable development is only possible in a world in which all can live productive lives in decent living and working conditions (*29.1*). Poverty must be addressed (*Principle 5*) with strategies that address root causes, i.e., redistribution of wealth, meaningful, decent employment (*29.2*), participatory governance and decision-making. The World Summit on Sustainable Development must place the social dimension at the centre of its agenda. The willingness of workers and communities to take part in local, national and international action to change patterns of production and consumption will depend on the ability of national Governments and social partners to achieve agreement on issues, including: eradication of poverty through decent employment; access to basic resources and services; security of livelihood with social and employment transition; and enforcement of labour standards.

5. **Recognizing employment as a key factor in the social dimension**: Decent employment and job creation are central, not peripheral, to the social dimension of sustainable development and especially to the focus on poverty eradication (*Chapter 3*). For the majority of the world's population, employment and work-

* *Note*: numbers in parentheses in the text below indicate chapters or paragraphs in Agenda 21, adopted at the United Nations Conference on Environment and Development.

related income provide the major means for accessing essential goods and services and for taking part in economic and social life. The ability of people to engage in decent work must therefore be a central objective in any strategy. This draws attention to gender and age issues in employment, as a large measure of poverty and its effects can be attributed to the discrimination these groups suffer. The "feminization of poverty" in the last 10 years, for example, is largely due to the growing number of women in low-paying, marginalized work (*24.2*). The World Summit on Sustainable Development must urge that development be measured against employment and other social indicators, and in particular, employment and social transition.

6. **Promote security rights for workers and communities**: Socio-economic security for all is a prerequisite and precursor to sustainable development. The increase in poverty, poor working conditions, poor health, low income and social exclusion since Rio must be reversed. (*Chapter 3*). The new deal must encourage Governments to reduce unemployment, tackle social inequality, facilitate adjustment to economic reform, ensure adequate pensions and take other action to preserve work and living standards in the face of globalization. As well as being important in their own right, "human security" policies will promote consensus for change by assuring workers of a continued livelihood through employment transition programmes (*29B*).

7. **Take decisive action on core labour standards**: A new deal for sustainable development is possible only if the rights and dignity of labour are respected. Towards this end, the World Summit on Sustainable Development must encourage new forms of cooperation on workplace issues between ILO, WTO and other bodies that have gained influence since Rio. Full use must be made of ILO's tripartite structure for dealing with trade and labour issues, as well as its conventions on core labour standards and issues affecting children, women and minority groups.

8. **Develop effective tools for measuring and integrating the social dimension**: Social and workplace assessments integrated with social and economic assessments are a crucial precondition to sustainable management of the workplace (*Principle 17*). Such assessments can guide employment and social transition and point to theoretical models that are capable of assessing real-life impacts relative to social indicators, backed up by credible research and analysis. Since Rio, efforts to define and measure the social dimension have increased, but acceptable indicators have yet to be developed to enable credible research dedicated to the social dimension, and especially to employment issues. The World Summit on Sustainable Development must encourage involvement of trade unions and their social partners in the formulation of appropriate, social indicators that lend themselves to integration with those in the economic and environmental dimension (*Chapter 40*), and these must become part of national reporting procedures.

B. Focus on workplace approaches to Agenda 21 and a new deal

9. As workplaces are centres of production and consumption, they must occupy a key place in strategies for sustainable development (*29.1*). The extensive experience of workers and trade unions in the field of occupational health and safety has shown that the engagement of workers is a condition of effectiveness. Acceptance of workplace approaches and, in particular, adaptation of occupational health and

safety and environmental models requires the full cooperation of all workplace parties, including employers. Such models can only be extended to sustainable development, however, if workers see clear evidence of attention to their concerns, especially to employment and poverty issues. The World Summit on Sustainable Development must therefore carry out the following actions.

10. **Build on participatory instruments developed for occupational health and safety**: Health, safety and well-being at work have always been a barometer of working conditions, quality of life and public health. Since Rio, unions have worked with employers and Governments to adapt joint union-employer health and safety committees to environmental issues (*29.7*). Environmental perspectives are now appearing in union education (*29.2e*), and committee structures and separate institutes. The World Summit on Sustainable Development should take note of agreements at preparatory meetings to make health and safety at work an objective of sustainable development, in particular, the eminent persons' reports from Europe and the 1999 WHO Ministerial Declaration, which recommends that workplace health and safety policies include environmental concerns. It must also encourage more training in sustainable development for health and safety professionals, employer and worker representatives and encourage Governments to adopt the *ILO Guidelines on Occupational Safety and Health Management Systems* and ratify instruments dealing with public access to information (e.g., Aarhus Convention on Access to Information, Public Participation in Decision Making and Access to Justice in Environmental Matters).

> In the Czech Republic, the Mine, Geology and Oil Industry Workers Union "Train the Trainers Programme" extends awareness into the community.
>
> In Romania, the National Free Trade Union Confederation of Romania-Brotherhood joined a broad local coalition to reduce pollution.
>
> In Bangladesh, Japan, Mongolia, Pakistan and the Philippines, the Japan International Labour Foundation has sponsored health and safety training programmes for thousands of workers by training trainers.
>
> http://www.tuac.org/statemen/communiq/Anewdealannexe.htm

11. **Promote workplace and community partnerships**: The level of integration required to bring about the sustainable workplace requires the cooperation of all parties, particularly workers, employers and Governments. The Eminent Persons Round Tables for Europe and North America in June 2001 concluded that "New initiatives are required to develop the workplace dimension of sustainability by encouraging green agreements or other partnership arrangements between employers and employee representatives"(*29.5*).

12. **Encourage development of workplace indicators of change**: Attention to the workplace as a focus for sustainable development requires the development of appropriate indicators, as begun by the ILO Bureau for Worker's Activities (ACTRAV). The World Summit on Sustainable Development should promote the

creation of "workplace" indicators that recognize the importance of participatory forms of decision-making, and are related directly to national or international time-bound targets (*29.5*).

> The National Tripartite Agreement on Benzene negotiated in Brazil by trade unions, Government and employers provides a model for voluntary agreements on a national level.
>
> http://www.tuac.org/statemen/communiq/Anewdealannexe.htm

13. **Recognize the role of workplace assessment and target-setting**: (*29B*) Workplace assessments allow workers, unions and employers to identify unsustainable practices, set targets, improve performance, monitor and report, in tandem with:

(a) Collective agreements and other industrial relations tools;

(b) Workplace environment management systems (cleaner production, the International Organization for Standardization (ISO) and the Eco-Management and Audit Scheme (EMAS));

(c) National/international occupational health and safety instruments (ILO conventions);

(d) Internal or third party auditing and accounting;

(e) Government regulations and voluntary agreements; and

(f) Business programmes for eco-efficiency.

> Russian and Norwegian unions cooperate in the Barents region to provide training and job experience for Russian workers, engineers and advisers in cleaner production technology, waste minimization, energy conservation and sound ecological processes.
>
> http://www.tuac.org/statemen/communiq/Anewdealannexe.htm

14. **Reaffirm the need for vigorous regulation of the workplace**: Trade unions seek more, not less, intervention by the State to supplement rights gained through collective bargaining. Laws governing pay, working time, health and safety and human rights have the effect of taking human labour out of competition. Unfortunately, since the Rio Conference, patterns of development under "globalization" have reversed some of these gains, and the "democracy deficit" has deepened. Privatization of vital areas of the public sector and the proliferation of sweatshops and export processing zones, as well as deregulation or weak regulatory institutions, has also eroded the social dimension. The World Summit on Sustainable Development must encourage a strong public sector, regulatory regimes to ensure

minimum worker rights at the workplace and a priority on democratization of decision-making (*29B*).

15. **Broaden reliance on collective agreements to realize the objectives of the World Summit on Sustainable Development**: A trade union's prime function is to negotiate rules for joint governance of the workplace through collective agreements, i.e., legal contracts between employers (or employer associations) and free trade unions (as bargaining agents for units of workers) that govern terms and conditions of employment. There are approximately 2.2 million such agreements in the world today, and numerous examples of "green" or "sustainability" agreements have come into existence since Rio (*29.3c*), and are being increasingly incorporated into best practice models for sustainable workplaces. These have included company-wide and sectoral agreements calling for joint health, safety and environment committees, works councils and safety (and environment) representatives, as well as education, training and information exchange (*29C*). In addition, framework agreements have begun to cut across national boundaries, demonstrating the capacity of unions to represent workers and employers across borders and sectors. The World Summit on Sustainable Development should note that collective bargaining is highly sensitive to the unique characteristics of specific workplaces, parties, and industrial contexts, and allows innovative, cooperative and forward-looking solutions to problems that are typically complex. As well, it should encourage a re-examination of voluntary agreements in sustainable development, as hundreds of agreements, codes of conduct, codes of corporate responsibility, etc. have been signed and implemented at the sectoral and international level. These must be complemented by strong regulatory systems, linked to standards and implemented through multi-stakeholder verification, reporting and evaluation criteria and appropriate technology development policies. Activities related to the *Global Reporting Initiative* and the United Nations *Global Compact* should be linked to revised OECD *Guidelines on Multinational Enterprises*.

> Italian unions participate in multi-party agreement to protect the Mediterranean Sea by extending safety measures on ships carrying dangerous cargoes.
>
> http://www.tuac.org/statemen/communiq/Anewdealannexe.htm

C. From workplace to personal life

16. Efforts to change unsustainable consumption patterns can be greatly enhanced through workplace programmes to make workers and employers more responsible consumers of water, energy and other resources, as well as of such services as transportation (*29.6*). Such programmes, in addition to having a direct impact on industrial performance, have a spill-over effect on domestic consumption patterns of workplace participants and their families.

17. **Promote sustainable patterns of personal and domestic consumption**: Dramatic improvements in responsible consumer behaviour (*4.1*) can be achieved by linking workplace action to consumer information and marketing, appealing to

employees as both workers and consumers. Since the Rio Conference, trade unions have promoted a number of strategic programmes to influence purchase of resources, goods or services through consumer labels that signify management systems that meet labour and human rights standards, facilitate worker participation and conform to occupational health, safety and environmental criteria (*29.7*). These must conform to rules for trustworthy verification and voluntary agreements. The World Summit on Sustainable Development should encourage public awareness campaigns linked to workplace action in the areas of education, eco-labelling, voluntary agreements and regulations that promote sustainable consumption patterns. Differences in patterns between developing and industrialized countries must be noted, as access to goods and services may be a priority in one, while over-consumption may be a problem in the other.

> Trade unions join a broad-based community campaign in Zaragoza, Spain, to show that water savings are possible. Fundación Ecología y Desarrollo, *Zaragoza: a water-saving city*, 2000.
>
> http://www.tuac.org/statemen/communiq/Anewdealannexe.htm

18. **Develop public awareness strategies for workers linked to formal and informal education**: A new deal for sustainable development must take a dedicated approach to training and education for workers to encourage new approaches to awareness and capacity-building that are work-based and that provide carry-over behaviour patterns that workers and employers may pursue in their communities for maximum impact on their roles as citizens and as the electorate. The World Summit on Sustainable Development should direct attention to the role that public media and other information institutions (*Chapter 36*) can play in building an understanding of sustainable development. Formal education institutions can readily supplement trade union and other informal education efforts and journalists and educators can be called on to develop art (e.g., music and drama) as forms of education that appeal to all sectors of society.

> The World Harmony Network for Sustainable Development brings together artists, musicians, choral and musical groups to promote music and art forms as a means of achieving the objectives of Agenda 21.
>
> http://www.tuac.org/statemen/communiq/Anewdealannexe.htm

D. Specific trade union priorities for a new deal

19. Years of intergovernmental gridlock over Agenda 21 require significant discussion at the World Summit on Sustainable Development on the willingness and capacity of Governments to serve the interests of the citizens, whose future is at stake. After a decade of rapid globalization and market growth, it is time for

Governments around the world to recommit themselves to the goal of the greater public good as it applies to areas such as public utilities, social and land use planning, resource use, public and workplace health and the role of regulation and enforcement. While these priorities may focus on specific threats or risks, they integrate sectoral concerns, involving other industries, groups of workers and communities, raising a variety of other sustainability issues, all with clear, identifiable economic, social and environmental implications.

> The Japanese Trade Union Confederation (JTUC-RENGO) has launched campaigns to link workplace action for sustainable development to the community.
>
> http://www.tuac.org/statemen/communiq/Anewdealannexe.htm

20. **Strengthen public management of vital utilities: focus on water**: Strong, active and representative Government is essential to the social dimension of sustainable development. Since 1992, however, widespread privatization and deregulation has placed a large measure of control into private hands. Government has become more distant from the daily lives of people and the public interest, undermining the link between democracy and equity, with particularly drastic effects on lower income populations. While the impact of these changes is evident in all areas, it is particularly important in the case of water, as access to clean, safe and secure water and related sanitation services is a basic human right, a public good and a key factor in our natural environment (*Chapter 18*). In a growing number of cases, underinvestment together with policies favouring liberalization promoted by international financial institutions has led to a loss of public control and trust. The World Summit on Sustainable Development should direct attention to the social impact of inadequate access both generally and for specific groups, and should clarify alternative policy choices, with particular attention to the role of women. This calls for social impact assessments, workplace indicators, national reporting procedures and other tools to ensure that the social dimension of a sustainable water policy is implemented, including equitable access, and the implications of change on employment and incomes. In general, it should encourage policies that give access, universality, continuity and affordability of vital utilities priority over legal, financial and commercial considerations. Attention must also be given to the possibilities that exist in the workplace for the identification and resolution of related problems and issues (*29.11*). The goal must be to integrate environmental protection with economic development, to eradicate poverty and ensure equal access, including for vulnerable and marginalized groups in society. Such a new deal on public services is possible if Governments reassert control of their own national agendas.

21. **Assign priority to local decision-making and action**: While trade unions operate at the national and international levels, their main focus is on the local level, and they have participated in a number of local Agenda 21 activities (*28.2*) initiated and coordinated by local authorities. Multi-stakeholder decision-making and cooperation at the local level has proven to be a most effective means of implementing concrete action for sustainable development and, in particular, on

poverty, human rights and lifestyle issues. Local authorities are well placed to initiate such efforts, aided by trade unions and other local organizations. The World Summit on Sustainable Development must highlight the role of local Agenda 21 implementation measures that connect workplaces and communities to local and international objectives. Workplace assessments, when integrated into local authority targets, reporting systems and activities, can become the basis of action for training and education of all stakeholders in implementing change.

22. **Link public health to action in the workplace on health and safety**: Despite global improvements in health, unsustainable workplaces and communities continue to breed sickness, disability and death. Since the Rio Conference, trade unions have linked poverty reduction and environmental and occupational health protection, with a focus on health prevention and promotion (*Chapter 6*). Countries must be encouraged to undertake safeguards and plan for employment displacement caused by new technologies, including biotechnology. Such programmes can only be effective, however, if trade unions and other groups in civil society are involved in the decision-making process and implementation (*29.11*). Public health authorities and health professionals should partner with employers and trade unions in implementing public health programmes (*Chapter 6*) in the workplace. Properly trained and authorized union representatives and health professionals can provide the understanding and compassionate care workers require, especially in cases of HIV/AIDS.

> The new ILO Convention on Safety and Health in Agriculture gives workers in this sector the same rights and levels of protection in law as workers in other industries.
>
> http://www.tuac.org/statemen/communiq/Anewdealannexe.htm

23. **Take urgent action on HIV/AIDS**: Since 1992, HIV/AIDS has emerged as one of the most pressing workplace issues of our time, with 23 million working people suffering from this disease (17.5 million in 43 African countries alone). HIV/AIDS is a workplace issue because it mainly affects people in the prime years of their working life; the workplace is a suitable venue for joint programmes of AIDS prevention and care, involving workers, trade unions and employers. Focus has been placed on prevention through information, education and support for behavioural change, but attention must also be given to fundamental worker's and human rights, as those affected by HIV/AIDS are often subjected to discrimination and other violations of their rights. The World Summit on Sustainable Development should encourage Governments, trade unions and other stakeholders to act urgently to advance the ILO's draft Code of Practice on HIV/AIDS and the World of Work, which provides global guidelines for addressing its impact in the workplace based on international labour standards with attention to testing, screening and confidentiality, and to support the Global Fund to Fight AIDS, Tuberculosis and Malaria in financing urgent response to the epidemic.

The International Confederation of Free Trade Unions' African Regional Organization has launched a five-year plan on AIDS, focusing on workers in road and maritime transport, mining and agricultural communities, plantations and the commerce and hotel sectors in sub-Saharan Africa. Public Services International and the International Transport Workers' Federation have also launched projects in the belief that trade unions can ensure more sensitive treatment of workers facing the disease.

http://www.tuac.org/statemen/communiq/Anewdealannexe.htm

24. Action is needed to:

(a) Raise awareness among employers and workers;

(b) Support joint employer-trade union efforts to implement the ILO Code of Practice;

(c) Share experience, information and materials between employers and trade unions;

(d) Strengthen the capacity of trade unions to develop programmes on HIV/AIDS;

(e) Develop workplace agreements and programmes;

(f) Provide materials and training on HIV/AIDS for the training of peer educators;

(g) Ensure that policies, information, education and training are gender-sensitive;

(h) Encourage targeted research on the social and employment impact of HIV/AIDS.

25. **Promote "plough-to-plate" approaches to food, agriculture, public health and nutrition** (*Chapter 14*): Regional and national food self-sufficiency must be a goal for the World Summit on Sustainable Development (see *World Declaration and Plan of Action for Nutrition* (WHO/FAO 1992)). Workplace-based nutrition programmes can target such priorities as: individual health and well-being of workers; health deficiencies and food for job-related functions for young, ageing and female workers; addictions to alcohol, drugs, caffeine, sugar, tobacco and pharmaceuticals; and consumption of vegetables, fruits, leafy greens, etc. Consumption can also be linked to food production, e.g. buying from food producers using safety and labour standards. The World Summit on Sustainable Development should focus on changes to agriculture that are linked to changes in consumer patterns and especially to the goals of the industry (food for mass consumption), for example, through a consumer label programme.

The International Union of Food and Agricultural Workers works with pesticide companies to assess the Global Crop Protection Federation's safe use projects in Guatemala, Kenya and Thailand.

http://www.tuac.org/statemen/communiq/Anewdealannexe.htm

26. **Promote sustainable energy production and use**: Energy is a basic requirement for personal, community and industrial life, but today it is beyond the reach of millions of the world's people, while, on the other side of the "global divide", levels of use are threatening the natural and human environment (e.g., global climate change). Energy policies that incorporate the social dimension of sustainable development require attention to goals such as equitable access, resource conservation, economic development, urban renewal and responsible land use. Although science and technology may provide some solutions, root problems lie in current patterns of decision-making, since multinational business interests override the needs of people, communities and even host countries. The need for a new deal in energy must include changes to the way that decisions are made and implemented (*Chapter 1*). It must recognize the global divide between wealthy and poor nations, in terms of their responsibility for current problems, as well as the availability of resources. In particular, the World Summit on Sustainable Development should take note of solutions being found in the world's workplaces (*29.5*), as these are major users and producers of energy and provide unique opportunities for joint action. ILO core labour standards must apply to energy and transport workers, and workplace indicators of sustainability must link poverty eradication and employment. Finally, "just employment transition" programmes are essential where decisions lead to job loss or dislocation for workers.

In Germany, trade unions collaborate with Government, employers, and NGOs in an alliance for work and the environment in a national plan to reduce CO_2 emissions and conserve energy.

http://www.tuac.org/statemen/communiq/Anewdealannexe.htm

27. **Promote strategies for sustainable transportation**: Trade unions have worked with employers and community partners to plan and implement strategies to limit private car use and to promote efficient, comfortable and cheap public transport (*29B*). They have promoted sustainable alternatives for the transport of goods in response to the development of global supply chains that transfer goods ever more quickly and at a lower cost under multiple ownership, which has made it difficult to assign responsibility for anomalies or accidents. A new deal for transportation must seek change in practices, habits and attitudes that are deeply ingrained in lifestyles and patterns of human settlement around the world. The World Summit on Sustainable Development must integrate land use planning with public transport, neighbourhood planning and quality of life issues (*Chapter 10*)

with a focus on patterns of decision-making. Democratic, local planning must replace corporate decision-making patterns (*Principle 10*), and private investment must respect democratic control or standards enforced by public regulatory bodies. Cooperative efforts with employers, local authorities and community groups must be promoted to reduce use of private passenger cars and promote alternate modes of transportation and inter-modal networks. As well, certain external costs (e.g., subsidies) must be internalized to curb unsustainable patterns and generate funds for a just transition to sustainability.

> The International Transport Workers Federation is campaigning to eliminate Flags of Convenience to reverse the plunder and deterioration of our oceans and seas and to enforce safety, social and environmental regulation for the public and workers.
>
> http://www.tuac.org/statemen/communiq/Anewdealannexe.htm
>
> The Business and Trade Union Advisory Committees to the OECD jointly urge Governments to undertake research and to encourage cooperation between ILO, OECD, the European Union and other international agencies to study employment and social effects of climate change.
>
> http://www.tuac.org/statemen/communiq/Anewdealannexe.htm

28. **Build consensus on climate change by addressing social and employment impacts**: Since the Rio Conference, acceptance of the science of climate change and awareness of its implications for the future of life on our planet has grown rapidly amongst trade unionists, together with an understanding that decisive action is needed (*Chapter 9*). While there is still disagreement about the extent to which jobs may be lost or created, there is growing awareness of the disruption that climate change measures will have for working people. In the light of this, the lack of attention by national policy makers to the employment and other social issues is alarming, in fact, most Governments have not even researched these outcomes. The World Summit on Sustainable Development must break this silence by encouraging research and discussion on these issues, in accordance with article 4.2 (f) of the United Nations Framework Convention on Climate Change. Just transition programmes for workers and their communities must be clearly prioritized, as consensus on climate change measures demands that workers see this issue being seriously addressed. To echo the agreement reached in 2001 by the Environment Ministers of the Group of Eight, a firm consensus for action on climate change is needed and all sectors of society must be called upon to play their part in implementing change, The Ministers also agreed that addressing social and employment issues is a matter of fundamental importance in promoting consensus.

29. **Promote harmonization and safer chemical use**: Since the Rio Conference, trade unions have been involved in local, national and international efforts to promote chemical safety (*Chapters 19 and 20*). A globally harmonized system of chemicals classification and labelling requires a binding regime of international law (*Chapter 19B*). Trade unions have been working with other stakeholders to address

individual chemicals and mixtures, as well as persistent organic pollutants. The World Summit on Sustainable Development must ensure the implementation of such a legal regime in accordance with the precautionary principle in relation to all new products whether chemical, biological or physical (*Principle 15*). Hazardous product classification and the use of labels and material safety data sheets within the globally harmonized system must be supplemented by the education and training of workers. A strengthened and globally harmonized system of testing of new substances prior to their introduction into the workplace must be included, based on best practices for evaluation of short and long-term human and environmental toxicity, carcinogenicity, mutagenicity, endocrine disruption, reproductive effects, persistence, bio-concentration and bio-accumulation and other effects. Substances that were introduced to the workplace without knowledge of their effects must be tested. Above all, a new deal must promote ratification of ILO conventions and other instruments to prevent chemical abuse and accidents, e.g., the Convention concerning Safety in the Use of Chemicals at Work (No. 170), the Convention concerning the Prevention of Major Industrial Accidents (No. 174), the Convention concerning Occupational Safety and Health and the Working Environment (No. 155) and the recently adopted Convention on Safety and Health in Agriculture (No. 184).

> In India, the West Bengal union Cha Mazdoor Sabha campaigned for amendments to the Plantations Labour Act to protect and train tea workers exposed to agro-chemical hazards, especially in their drinking water. As well, the Hind Mazdur Sabha Port and Dockworkers educated and organized cargo handlers in response to illegal imports of hazardous wastes.
>
> http://www.tuac.org/statemen/communiq/Anewdealannexe.htm
>
> Trade unions supported an asbestos ban following a ruling by WTO in 2000 against Canada's appeal of a ban of asbestos by France, which paves the way for more countries to support a worldwide ban on this product spearheaded by the Executive Board of the International Confederation of Free Trade Unions.
>
> http://www.tuac.org/statemen/communiq/Anewdealannexe.htm

30. **Promote sustainable forest management**: A decline in both area and quality of the world's forests since the Rio Conference has gone hand-in-hand with the denial of rights for workers or their communities. A new deal for sustainable management (*Chapter 11*) must recognize their important economic, social and environmental contribution, and must include protection, based on ILO core labour standards, including International Labour Organization Convention No. 169 concerning Indigenous and Tribal Peoples, for the 47 million people who depend on forests for their livelihood (*Chapter 26*). It should promote sustainable management for efficient and sustainable transport of products (minimizing waste and hazardous materials in production and transportation) fair delivery and pricing and decent work, and should include:

(a) Joint ecosystem and forest management with local land use and resource management involving tenure-holders, workers, industry and the community;

(b) A central role for Government in planning and enforcement;

(c) Public repatriation of forest resources, and end to privatization of public forest lands;

(d) End of excessive clear-cutting with standards for silviculture, road building and soil protection;

(e) Comprehensive recycling and re-use programmes;

(f) Adequate zoning to provide a balance of economic, social and environmental uses;

(g) Education and training on sustainable practices for industry, workers and public.

In Argentina, the National Civil Personnel Union launched a reforestation project with the National Civil Personnel Mutual, to recycle CO_2, create employment and add retirement funds to workers' pension earnings.

In Ghana, the Timber and Wood Workers Union established a nursery and tree plantation as a showplace and training ground for good forest practices.

http://www.tuac.org/statemen/communiq/Anewdealannexe.htm

31. **Focus on workers in the tourist industry**: Discussion at the World Summit on Sustainable Development on consumption must recognize that access is directly related to the disposable income, benefits and security. This is most apparent in tourism, where those who work within the industry are often least able to afford a "holiday". Increased equity of access, improved labour practices and standards, and the retention of a greater share of benefits in host communities to provide decent wages must therefore be a priority for a new deal for tourism, with attention given to such target groups as indigenous people, women, young children and youth (*Chapters 24 to 26*) who suffer most from current patterns. Local authorities (*Chapter 28*) are in the best position to enlist the participation of stakeholders. National Governments must be encouraged to assist this with capacity-building programmes. The World Summit on Sustainable Development is encouraged to take note of a 1997 agreement between trade unions, Governments and employers (ILO document TMHCT/97/14) on issues such as: vocational training; core labour standards; an end to child prostitution; and technical assistance for developing countries. These should be integrated into a plan for sustainable tourism that involves workers and trade unions.

In Barbados, the Barbados Workers' Union collaborated with government agencies and NGOs on a number of specific projects to rehabilitate tourist locations suffering from abuse and inattention.

http://www.tuac.org/statemen/communiq/Anewdealannexe.htm

The Conservation, Hotels, Domestic and Allied Workers Union in the United Republic of Tanzania worked for environmental management and for better working conditions for a sustainable tourism industry.

http://www.tuac.org/statemen/communiq/Anewdealannexe.htm

E. Improving living and working conditions for the world's workers

32. Hundreds of millions of workers around the world desperately need a new deal in employment standards, occupational safety and public health in order to address intolerable terms and conditions of work. The worst conditions are typically found in workplaces and political regimes where worker and trade union rights are violated. A new deal must promote action to advance both the understanding that the social dimension of sustainable development includes issues of workers rights and workplace governance (*29.4 and 29.5*).

33. **A new deal for waged agricultural workers**: The World Summit on Sustainable Development cannot ignore the approximately 1.3 billion people who work in agricultural production, particularly the 450 million waged agricultural workers who produce the world's food, often under the most unsustainable conditions (*Chapter 14*). Those conditions are becoming even more insecure, dangerous and unsustainable, as the food and agricultural industry is increasingly dominated by a few large multinational enterprises. A new deal must also address the need for protection of both workers and consumers in an internationalized system of food production and consumption, in which local and national interests are subject to international decision makers. It must also take note of the "plough-to-plate" concerns identified at the 1999 dialogue session of the Commission on Sustainable Development, for example, public health, land usage and water management, and must encourage countries to ratify the new ILO Convention on Safety and Health in Agriculture.

The International Union of Food and Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers brought together small farmers and non-waged agricultural workers who face globalization in agricultural production and food in a land and freedom project.

http://www.tuac.org/statemen/communiq/Anewdealannexe.htm

34. **A new deal for women at work**: While many workplace issues for women resemble those of men, the degree of exploitation and abuse is often worse, and conditions have deteriorated over a decade of globalization and liberalization (*Chapter 24*). Women now make up the majority of the world's contingent or temporary workers, with pay that averages 75 per cent of men's (as low as 42 per cent in some countries). Seventy per cent of the world's poor and most low wage earners are women ("feminization of poverty"), who also assume domestic chores in addition to their regular workloads. The World Summit on Sustainable Development must address this intolerable situation, including the effects of exposure to chemicals, biological agents and dangerous working conditions on women (*Chapter 24B*) and must work to guarantee full maternity protection as a minimum standard under ILO Convention No. 183. The ILO programme, *Violence at work*, shows that murder, violence and psycho-social injustices are common, especially in export processing zones, sweatshops and other settings that are characterized by unregulated female, child or adult labour. The Summit must urge greater attention to agreements such as the Nairobi Forward-looking Strategy for the Advancement of Women (*24.2 (a)*) and the Beijing Platform of Action as guides to sustainable development objectives for women. Social and enterprise assessments (*29.11*) must provide a basis for effective transition, leading to assessment of: gender-based concerns in occupational health and safety; domestic workloads; nutrition and infant feeding; training and education; compensation and liability related to illnesses and injury; and social cohesion.

35. **A new deal for young workers**: Undeveloped skills, low pay, poor jobs and high unemployment are the lot of millions of workers between the ages of 15 and 24, denying them the basis for full and rewarding lives and excluding them from social and development decision-making. In addition, the lowest skilled manual or temporary workers suffer 2.5 times the normal accident rate, especially girls working in sweatshops. It is imperative that the World Summit on Sustainable Development press for the creation of decent jobs and quality education and training for young people, along with adequate security protection during periods of transition (*Chapter 25*). In addition, it must urge action on decent work for youth, with protection under ILO labour standards, and opportunities for education and skill development, consistent with the resolutions adopted by the United Nations General Assembly in 2001 based on the High-level Policy Network on Youth Employment.

36. **Eliminate child labour**: The World Summit on Sustainable Development must provide a forum for exposing and eliminating the travesty of over 250 million child labourers who are being deprived of a right to a decent life. Trade unions and their social partners have shown that it is possible to put an end to child labour, with community and educational programmes that address the complex conditions underlying it, in accordance with ILO conventions, including the Minimum Age Convention of 1973 (No. 138) and the Worst Forms of Child Labour Convention of 1999 (No. 182). The World Summit on Sustainable Development must encourage nations to take action towards this end.

In Sialkot, Pakistan, a successful campaign by the Public Services International and the International Council of Nurses has ended child labour in the manufacture of surgical instruments.

http://www.tuac.org/statemen/communiq/Anewdealannexe.htm

37. **Encourage transfer of technology to promote employment, worker health and capacity-building**: (*29.5 and 34*) Trade unions recognize the potential of new technology to solve industrial, social and environmental problems, but also have first-hand experience with its limitations and effects, especially when used for short-term economic gains with little attention to its social and environmental impact. New technology and processes introduced by enterprises since the Rio Conference have led to intensification and fragmentation of work, job loss, multi-skilling, sub-contracting, a faster pace of work, tighter deadlines, irregular hours and fewer margins for manoeuvring, with a consequent negative effect on the physical and psychological health of workers. The World Summit on Sustainable Development provides an historical opportunity for nations to ensure that benefits of increased productivity from technological innovation are applied to employment and transition programmes, occupational and public health and welfare, especially in developing countries. It must promote increased attention to stress and strain on workers, as well as other social and employment impacts, and must support joint workplace assessments, target-setting, implementation and monitoring of new technology (*29B*), as well as appropriate legislative measures and workplace agreements to balance the demands for productivity and competitiveness with the workers' quality of life and health.

Technological innovation, combined with intensification, extension and restructuring of work has resulted in an increase in strains and sprains, musculoskeletal disorders and stress diseases, especially in developing countries.

http://www.tuac.org/statemen/communiq/Anewdealannexe.htm

38. **Remember workers who are killed, maimed or fall ill**: Since the Rio Conference, millions of workers have died, been injured, or become ill due to unsafe, unhealthy or unsustainable workplaces. Unsustainable patterns of production result in more than 1.3 million worker deaths each year (3,300 per day). Of these deaths, 12,000 are children, 335,000 are due to occupational accidents and 325,000 are due to occupational diseases, with over 160 million new injuries and work-related diseases reported each year. A high level of work-related death and injury is a clear sign that worker rights are being violated. The International Confederation of Free Trade Unions' 2001 *Annual Survey of Violations of Trade Union Rights* reports that thousands of unionists have been killed, arrested, injured and fired as force increasingly replaces dialogue in industrial relations. The World Summit on

Sustainable Development must declare this type of suppression totally unacceptable, as development that carries such a price can never be considered sustainable, and Governments must be called to account for allowing such violations, especially where they have declared support for the principles of democracy and human rights in other forums.

> The International Commemoration Day for dead and injured workers (28 April) is now observed in over 100 countries, with candle-lighting ceremonies and other activities that link a commemoration of the dead and injured with support for the living in renewed efforts for sustainable forms of production and consumption.
>
> http://www.tuac.org/statemen/communiq/Anewdealannexe.htm

F. New roles for countries and Governments

39. Agenda 21 assigned the primary responsibility for its implementation to national Governments. The World Summit on Sustainable Development must therefore examine why nations of the world failed to act decisively to reverse the ecological, social and economic deterioration of our planet. The purpose must not be to blame, but to redefine the role they will play in a new deal for sustainable development.

40. **Address poverty**: Using a bold transformative agenda the Summit should address the root causes of poverty at the same time as it provides relief to the most urgent cases (*Chapter 3*). Since 1992, youth poverty has deepened (*Chapter 25*), as has the "feminization of poverty" at work and in domestic life (*Chapter 24*). Poverty eradication must be a central aim of a new deal, in a world where almost 3 billion people live on less than $2.00 a day. An effective and lasting solution has always been decent, secure employment, which requires that attention be paid to low pay, marginalized employment patterns, and discriminatory pay practices, especially for women and youth. Trade unions are well equipped to play a role in this field as they alter the balance of power, so that workers can protect their interests instead of relying on others (*29.2*). A new deal must therefore promote freedom of association and other core labour standards (*29.4*). The World Summit on Sustainable Development must also address international financing for development in order to turn commitments into reality, backed by trade, debt and official development assistance policies to address poverty. A new deal can guide such action by: affirming the role of Governments in implementing policies and mobilizing resources to improve investment in the local economy with progressive systems of taxation; ensuring efficient and equitable utilization of public funds and encouraging foreign direct investment that respects basic rights; instituting mechanisms to control capital flows with clear, transparent rules; and taking other action to ensure that globalization does not operate counter to the objectives of sustainable development.

41. **Industrialized countries must accept a new role**: Preparatory meetings for the World Summit on Sustainable Development have identified poverty as the major

problem today (*Chapter 3*), as rising levels of poverty, insecurity and deterioration of the social condition since the Rio Conference have reflected growing gaps in wealth and income between countries and within countries, linked to other indicators of the social dimension of development, including: crime rates; social unrest; dislocation; homelessness; a rise in violence; and the erosion of human rights. Industrialized nations have an obligation to take the lead, as not only are they directly responsible for these conditions, but they also possess resources for change (differentiated responsibility). A new deal must include a development agenda that addresses the concerns of the poor, the unemployed and the growing number of workers engaged in unsuitable, unhealthy and insecure work at the same time as it promotes participation, transparency, democracy, good governance and respect for basic rights, including trade union rights. The European Union, the Group of Eight and the OECD countries must, in particular, be encouraged to implement development goals they have already adopted; development assistance; debt write-off; reform of international financial institutions; health and education; re-regulation of international financial markets; public debate on international systems; and full employment policies that stimulate growth, develop skills and manage change.

> The 2001 meeting of OECD environment, finance and economy Ministers adopted a programme for sustainable development providing for "Workplaces, employment and transition".
>
> http://www.tuac.org/statemen/communiq/Anewdealannexe.htm

42. **Address liberalization and globalization**: Since the Rio Conference, national Governments have allowed (even encouraged) vital sectors of their economies to shift from the public to the private sector, and towards foreign ownership and control under multinational enterprises. Services such as water, energy, communications and transportation systems have been removed from local, democratic control as multinationals increasingly dominate development decisions, aided by deregulation and lower public rights to accountability, labour and environmental standards. Changes in production and distribution methods have combined with management strategies to contribute to erode employment conditions. While liberalization may yield some benefit to consumers, these often come at high cost to the environment and workers. The World Summit on Sustainable Development must address negative effects and endorse measures to counteract them at the governmental level, with citizen participation, both at the workplace and in society (*Chapter 23*). It must also promote such international instruments as the OECD *Guidelines for Multinational Enterprises*, which include implementation procedures; disclosure and performance rules on employment and industrial relations; core labour standards; the environment; bribery; and the establishment of national contact points.

43. **Develop transition plans for priority regions and sectors**: The World Summit on Sustainable Development must address the worst features of unsustainable industrial practice by reorienting the single-minded commitment to productivity increases and the inequitable distribution of income towards a more equitable sharing of the benefits of rising productivity amongst those who provide

them, for example, through freedom of association for workers, allowing them to negotiate for a fair share of the value they produce. Just social and employment transition programmes are a vital component of such a new deal, and must include a review of structural adjustment programmes, financial and regulatory reform, especially for countries in transition (*Chapters 33 and 38*). The World Summit on Sustainable Development must promote an equitable and secure system of production and distribution as well as confidence on health and security issues through strategies focusing on workplace implementation including monitoring and research, worker-employer assessments and audits, community control and local authority and multi-stakeholder processes (*29.5*).

> The shutdown of the Chernobyl nuclear reactor displayed the need for a "just transition" to include bridging compensation, alternate employment, retraining, and "greener" jobs.
>
> http://www.tuac.org/statemen/communiq/Anewdealannexe.htm

44. **Strike a "new deal" in governance and decision-making structures**: Sustainable development requires that corporations seek long-term wealth creation instead of only short-term profit for shareholders and executives. It requires long-term "patient" capital and a respect for workers' rights, including a voice in corporate decision-making to ensure that the fruits of production are equitably distributed. Development decisions must be in harmony with local communities and the environment (*Chapter 8*) and corporations must be regarded as responsible, sustainable and accountable corporate citizens. This vision will remain a dream, however, unless policy makers reorient corporate governance systems to meet the needs of all. A new deal requires changes to multilateral trading patterns, backed by responsible corporate governance (*Chapter 38*) and laws and regulations in which:

(a) Workers have a direct voice in the corporate decision-making process;

(b) Trade unions have access to the joint World Bank-OECD global forum on corporate governance and the OECD roundtables on corporate governance;

(c) OECD *Guidelines for Multinational Enterprises* and the export credit guarantees are linked to other instruments of public support for foreign investors and traders;

(d) Trade is part of a development strategy that allows developing countries to increase production and satisfy domestic demand;

(e) Developing countries have access to industrialized countries linked to workers' rights;

(f) The democratic deficit of WTO is reduced by introducing transparency, democracy, accountability and consultation with local authorities, NGOs and trade unions;

(g) Intellectual property agreements incorporate concern for developing countries;

(h) Multilateral agreements extend Uruguay Round implementation deadlines for developing countries, with detailed, binding timetables for developed countries;

(i) Reference is made to social and environmental concerns and social services in GATT negotiations;

(j) Core labour standards are respected in the world trading system.

45. **Export credits and sustainable development**: The failure of the recent negotiations by the OECD working group on export credits on a set of common environmental guidelines highlights the need for an inclusive approach to such negotiated agreements. By drafting them in secret, trade officials effectively excluded themselves from the public debate and any form of democratic oversight. They also excluded the expertise and knowledge of labour and environment ministry officials, trade unions, human rights groups and other sections of civil society, leading to the exclusion of social issues from the guidelines — in practice a denial of sustainable development. Trade unions, human rights groups and other civil society groups stand ready to work constructively with Governments to overcome this democratic deficit and help develop a set of binding guidelines on sustainable development and export credit agencies.

46. **Promoting a dialogue on corporate social responsibility and labour standards**: The World Summit on Sustainable Development must take note of millions of workplaces and communities around the world where employers and trade unions have built positive relationships with each other, local authorities, and other groups in the pursuit of the goals of Agenda 21 (*29.1*). Codes and other instruments of corporate responsibility have been welcomed by trade unions, provided that they are not substitutes for government action or do not undermine internationally recognized standards. International instruments such as the ILO Tripartite Declaration of Principles Concerning Multinational Enterprises (1976) and the OECD newly revised *Guidelines for Multinational Enterprises* provide widely accepted guides that bring internationally recognized standards to multinational enterprises. Core labour standards have also been promoted in a number of framework agreements between multinational companies and international trade secretariats.

47. Finally, the Global Compact, which was launched in 2000 by the Secretary-General of the United Nations, Kofi Annan, invites companies to support nine principles in the area of human rights, worker rights and the environment. The World Summit on Sustainable Development should encourage expansion of tools such as these to promote a broad social dialogue in order to engage Governments and companies in an exercise that will improve the climate for sustainable development.

References

Water for Basic Needs and Energy for a Sustainable Future, Eighth informal meeting of Environment Ministers, Bergen, Norway, September 2000.

"Plough-to-Plate" approaches to food and agriculture, TUAC, ICFTU and IUF, Commission on Sustainable Development 2000; *Sustainable Energy and Transportation — The Role of Workers and Trade Unions*, TUAC, ICFTU, ICEM, IMF, ITF and PSI, Commission on Sustainable Development 2001.

Workers and Trade Unions in the Web of Tourism, ICFTU, TUAC and ITF, Commission on Sustainable Development 1999.

"Business and Industry" Dialogue Session, ICFTU and TUAC, Commission on Sustainable Development 1998.

Using ILO Standards to Promote Environmentally Sustainable Development, Workers' Education and Environment, ILO/ACTRAV, 1999.

ICFTU, *Annual Survey of Violations of Trade Union Rights, October 2001*, http://www.icftu.org/survey/.